

# MEMORANDUM

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AGENDA ITEM NO. 3 (O)

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**TO:** Hon. Chairperson Barbara Carey-Shuler, Ed.D.  
and Members, Board of County Commissioners

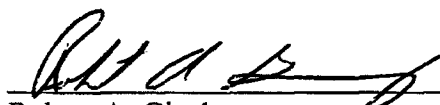
**DATE:** April 20, 2004

**FROM:** Robert A. Ginsburg  
County Attorney

**SUBJECT:** Resolution relating to  
the County's Departure  
Incentive Program

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The accompanying resolution was prepared and placed on the agenda at the request of Commissioner Dennis C. Moss.



Robert A. Ginsburg  
County Attorney

RAG/jls



# MEMORANDUM

(Revised)

**TO:** Hon. Chairperson Barbara Carey-Shuler, Ed.D.  
and Members, Board of County Commissioners

**DATE:** December 4, 2003

**FROM:** Robert A. Ginsburg  
County Attorney

**SUBJECT:** Agenda Item No.

Please note any items checked.

- ☐ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Bid waiver requiring County Manager's written recommendation
- ☐ Ordinance creating a new board requires detailed County Manager's report for public hearing
- ☐ Housekeeping item (no policy decision required)
- ☐ No committee review

Approved \_\_\_\_\_ Mayor

Agenda Item No.

Veto \_\_\_\_\_

12-4-03

Override \_\_\_\_\_

**RESOLUTION NO.** \_\_\_\_\_

**RESOLUTION DIRECTING THE COUNTY MANAGER TO  
DISCONTINUE THE COUNTY'S DEPARTURE  
INCENTIVE PROGRAM**

WHEREAS, the Departure Incentive Program was developed during a time when the County was going through a major reorganization which resulted in the elimination of top County executive jobs in order to create financial savings; and

WHEREAS, the program's intent was to provide an additional incentive to encourage those top executives to leave County government early; and

WHEREAS, in doing so, the County was able to implement its reorganization plan and consequently save money; and

WHEREAS, the plan was continued after the reorganization was fully implemented and became an additional benefit to top County executives, and therefore it no longer provides a savings to the County as originally intended,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF DADE COUNTY, FLORIDA, that the County Manager is hereby directed to discontinue the Departure Incentive Program for County Executives effective ten days from this resolution. Employees who have been approved for such benefits prior to the effective date shall continue to receive benefits under the terms established at the time of their termination.

The foregoing resolution was sponsored by Commissioner Dennis C. Moss and offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Dr. Barbara Carey-Shuler, Chairperson	
Katy Sorenson, Vice-Chairperson	
Bruno A. Barreiro	Jose "Pepe" Diaz
Betty T. Ferguson	Sally A. Heyman
Joe A. Martinez	Jimmy L. Morales
Dennis C. Moss	Dorin D. Rolle
Natacha Seijas	Rebeca Sosa
Sen. Javier D. Souto	

The Chairperson thereupon declared the resolution duly passed and adopted this 4<sup>th</sup> day of December, 2003. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency. Lee Kraftchick

Lee Kraftchick